

1. Individual

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2. 10+

1. [St. Joseph's Prep - Reid](#)

3. All faculty

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2. Group

1. Department

1. [U of D Jesuit High School - Shubnell](#)

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1. [Bellarmino Preparatory - O'Connor](#)
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3. Community

1. Local

1. [Loyola Blakefield - Flanigan](#)
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Strake Jesuit - Norkus

Thread: Religious

Subgroup: Individual/Group

Foci: First-Year Faculty/Staff

Program Title: New Faculty/Staff Formation Program

Contact Person/Office: Mark McNeil, AP Formation
(mmcneil@strakejesuit.org)

School : Strake Jesuit College Preparatory

Program Description:

Intensive program for first-year faculty and staff that includes initial orientation, weekly meetings during first semester and bi-weekly meetings during the second semester, provided literature and reading assignments, “Ignatian Gatherings,” classroom evaluations, extensive self-evaluation process, and two weekend retreats. The program gradually introduces new faculty and staff to Jesuit education, Ignatian education and spirituality, and the various aspects of school life.

Rationale:

The new faculty and staff program is intended to provide ample opportunity to grow into being an Ignatian educator, provide historical context, develop friendships, and learn about the range of activities that comprise our regular school life.

Leadership:

AP for Formation has primary responsibility for the program. The principal regularly attends meetings and provides oversight. Representatives of the various school offices agree to participate in the meetings that focus on their aspects of the school.

Implementation:

AP for Formation selects dates for group activities, informs relevant persons of their responsibilities, maintains contact with new faculty/staff, develops curriculum, and directs meetings.

Processes and**Resources:**

Budget is submitted and approved during spring semester before program begins. Seasoned administration/faculty/staff are regularly called upon to provide guidance/insight and participate in Ignatian Gatherings and other appropriate contexts.

Finances:

Current budget is \$5,000. This is reevaluated each year and may vary with the size of the group.

Rewards:

Most group meetings include lunch/dinner and any necessary accommodations (e.g., overnight retreats).

Time:**When****Length**

Scheduled meetings during the school day are typically at lunch. Weekend retreats are on campus during morning hours or, if the retreat includes an overnight, at our school's retreat facility. School meetings during lunch last approximately 40 minutes. One-day retreats are typically 3 hours; two-day retreats extend over two days.

Location

Space:

School facilities are used for nearly all new teacher activities.

Accountability/Assessment:

AP for Formation develops and oversees the program. The quality and success of the program is evaluated annually by the principal.

St. Peter's Prep - Bleasdale

Thread: Religious

Subgroup: Group

Foci: first year faculty

Program Title: First year faculty end of year retreat

Contact Person/Office: Jane Bleasdale

Program Description: At the end of their first year faculty spend an overnight on retreat together with the director of faculty formation and a spiritual director.

Rationale: First year in teaching leaves little time or energy for reflection and evaluation. The focus of the retreat is to reflect in an Ignatian way on a first year faculty members experience.

Leadership: Director of Faculty Formation and Spiritual Director

Implementation: Faculty are relieved of their duties at Prep for the day, the overnight is optional. The retreat is included in the faculty formation budget

Processes and Resources: The original retreat was planned by the director of faculty formation with input from campus ministry, Jesuits and members of the Jesuit Collaborative. Much of the reflection questions are drawn from the resource: 'How do I live Ignatian Pedagogy', Xavier University

Finances: Faculty formation budget: \$100 p.p.

Rewards: The retreat is held at a retreat house at the beach, the rewards are immediate. The space is restful and inspirational. The feedback has been positive in that it is a good way to tend the school year and prepare for the future. The examen includes concrete questions that require teachers to look for the desolation and consolation in their year. Builds esprit de corps !

Time (When/Length): Last Friday of school during senior exit day. Leaving after school on Thursday spending the evening with liturgy, fellowship and food. The retreat is a full day on Friday

Location (Space): Stella Maris retreat house, Long Branch, NJ

Accountability/Assessment: Formative evaluations, surveymonkey, reflections written in portfolios

Saint Ignatius College Prep - Tyrrell

Thread: Religious

Subgroup: Individual, Group, & Community

Foci:

Individual in years 1-4 of employment at SICP

Formation & Ministry Department & Stakeholders

Local – School & Chicago Jesuit High Schools

Regional – CDet-Wis Prov.

National - JSEA

Program Title: Adult Ignatian Formation Program

Contact Person/Office: John DeCostanza, Director of Formation and Ministry

School: Saint Ignatius College Prep

Program Description: The Adult Formation Program at Saint Ignatius College Prep is an ambitious, robust, and progressive four-year journey that introduces the teacher or staff member to Jesuit spirituality and Ignatian principles, solidifies that initial foundation, and puts elements of Ignatian spirituality into practice through spiritual direction and practical application within the context of the school. [It should be noted that the only content portion of the program that is not directly facilitated by Saint Ignatius staff is the Ignatian Themes Workshop. It is facilitated by Mission and Identity Officers and other qualified persons within the Province who have extensive experience with Ignatian spirituality.]

See attached for description of the program.

Rationale: The Adult Formation Program is designed to provide on-going formation in Ignatian Spirituality in order to facilitate ownership of the Ignatian vision both personally and professionally.

“We offer Ignatian spirituality as a specific gift to animate the ministry of the laity. This apostolic spirituality respects the unique spirituality of the individual, and adapts itself to present needs; it helps persons to discern their call ‘in all things to love and serve God.’”

Leadership: Dr. Catherine Karl, Principal; John DeCostanza, Director of Formation and Ministry;

Chuck Thompson, Director of Adult Formation; Rev. Dick Anderson, SJ, Faculty and Staff Chaplain

Implementation: The program is staffed by the Director of Adult Formation and the Faculty and Staff Chaplain under the supervision of the Director of Formation and Ministry and, ultimately, the Principal. Each cohort covers specific topics as described above. The meetings of the first and second year cohorts typically take place from 7:00am-7:50am to accommodate teaching schedules. The third year cohort experiences spiritual direction and faith sharing in intervals determined by the director and retreatant

and commonly shared free periods. The fourth year cohort meets individually with a mentor who facilitates reflection on the Ignatian Integration project and as a cohort quarterly to discuss progress and engage in faith sharing.

Processes and Resources: Trained spiritual directors, faculty and staff presenters and mentors, etc.

Finances There is an Adult Faith Formation Endowment which includes the maintenance and program costs for the program and funds individual retreats and spirituality resources for faculty and staff members.

Rewards: Creating space for faculty and staff reflection is a gift. One of the most consistently positive experiences of those participating in the program

is the fellowship experienced by each cohort. Good food and drink is always provided and there is a liturgy and dinner to celebrate the accomplishments of the program and care for those involved each semester.

Time:

When:

Length: The program was initiated more than a decade ago by Fr. Joe Brennan, SJ. It developed under the direction of Elaine Mueller and a group of faculty facilitators. It has undergone several different revisions. The current revision responds to revisions of Ignatian Themes Workshop by the Mission and Identity officers of the Chicago-Detroit and Wisconsin Province.

Location:

Space: Cohorts typically meet in a larger meeting room on the 1st Floor. All meetings include food and drink.

St. Xavier - Wiegele

Thread: Religious

Subgroup: Individual/Group

Foci: All faculty and staff new to St. Xavier

Program Title: Five Year Formation Program on Ignatian Spirituality

Contact Person/Office: Jen Wiegele

School: St. Xavier High School

Program Description: Introduction to the history and charism of Ignatian Spirituality for faculty members in their first five years at the school. Members meet twice a quarter in small groups based on first year at St. Xavier High School. Topics of discussion are centered around readings from various texts or other topics as designated by the leadership of the group.

Rationale: To familiarize faculty who are new to the school to the tenets and charism of the Ignatian world view.

Leadership: Assistant Principal for Academics, Rector, Director of Faculty Services

Implementation:

Processes and Resources: Groups meet twice a quarter

Finances: None

Rewards: Members of the groups get free lunches during meeting times and reduced prefecting during exams.

Time (When/Length):

Location (Space): Meetings occur in a centrally-located conference room.

Accountability/Assessment: Required work includes preparation for meetings in the form of textbook readings, completion of portfolios, and reflection of teaching in light of the IPP.

Xavier High School (NYC) - Sweeney

Thread: Religious

Subgroup: Individual/Group

Foci: Faculty in Their Second year at Xavier

Program Title: Second Year Ignatian Spirituality Retreat

Contact Person/Office: Joe Sweeney, Dean of Faculty

School : Xavier High School

Program Description: A two-day retreat for teachers and counselors in their second year at Xavier that focuses on praying with the *First Principal and Foundation* and the *Examen*.

Rationale: To give relatively new faculty an experience of Ignatian prayer and to develop a spiritual community among this cadre of faculty.

Leadership: The retreat was envisioned and designed in 2011-2012 by Rev. Jack Replogle, SJ, Ralph Rivera, SJ, Joe Sweeney, and Lindsay Willert. It was developed after hearing of the need for a more experiential approach to Ignatian spirituality from a number of young teachers. It was developed over the course of five meetings throughout the year.

Implementation: The retreat is led by Rev. Jack Replogle, SJ, Ralph Rivera, SJ, and Joe Sweeney.

Finances: The school pays for all retreat costs.

Rewards: There are no monetary or tangible “rewards” for leading or participating in the retreat.

Location (Space): The retreat took place at a local retreat house (which is unfortunately closing). We are currently looking for a new retreat house for next year’s retreat.

Accountability/Assessment: Both formal and informal feedback is collected from the retreatants after the retreat. Feedback is sought on the retreat and what the retreatants needs are for future spiritual development.

St. Louis University High School - Linhares

Overview of Faculty/Staff Ignatian Identity and Spiritual Formation Programs Years 1-4

St. Louis University High School

Year One: New Ignatian Educators

A.Four-Day Orientation in August

Practical orientation in policy, procedures and support resources for new teachers and staff combined with daily exercises in prayer and reflection designed as an introduction to Ignatian History, Spirituality, Education and Pedagogy.

B.Quarterly Meetings and Monthly Socials

Quarterly Meetings take place before, during or after school and include personal check-in, addressing timely practical issues, and discussion on Educational and Formational topics. Socials are informal opportunities for relaxing conversation, fellowship and community building for the NIE group.

C.Ignatian Evenings

These are optional for those in year one, and required for years 2 - 4. All faculty and staff are invited. These are late afternoon gatherings during Advent and Lent beginning with guided prayer and meditation followed by silent reflection, group discussion, faith sharing and ending with dinner. Key documents and articles introducing an Ignatian or Jesuit theme are read and discussed.

D.Fall Overnight before Faculty Retreat and Spring Province Retreat

In late fall, new teachers and staff participate in a longer, more relaxed evening meeting and overnight stay at the location for the Faculty Retreat which happens the next morning. In early spring, all new teachers and staff

members from the Missouri and New Orleans Provinces gather for a three-day, two-night Ignatian retreat experience.

Years Two and Three: Ongoing Ignatian Formation

A. Individual Conferences

Assistant Principal for Mission has a one-on-one conference with each second year teacher/staff member early in the first semester of year two to addresses individual questions and concerns, support individual directions for growth and begin conversations about personal spiritual development and where some experience of the Exercises might fit into the next two years. Year three faculty and staff meet with the AP Mission early in the spring semester to discuss plans for the "Ignatian Project."

B. Ignatian Evenings

Two late afternoon gatherings begin with guided prayer and meditation followed by silent reflection, group discussion and faith sharing and ending with dinner. Key documents and articles introducing an Ignatian or Jesuit theme are read and discussed. Year 2-4 teachers are required to attend these evenings and all faculty and staff are invited.

C. An In-Depth Experience of "The Exercises"

Each faculty/staff member will be invited to consider undertaking some experience of "The Spiritual Exercises" during year two or three. Options include the 19th Annotation (the "Retreat In Daily Life"), an eight-day directed silent retreat or a three-day directed retreat, including the "Jesuit Colleagues Retreat" in Sedalia, Colorado. The school will cover the expenses for these experiences. Two years are built in for these experiences since the demands of scheduling may require plans to be made well in advance.

Year Four: Ignatian Project and Tenure Application Process

Ignatian Project

In addition to attending the two Ignatian Evenings, in year four teachers and staff propose an Ignatian Project to be completed before the end of the first semester of year five. This project will be based on the discussions in year two and three, will be somehow connected to the faculty member's work at the school and will emerge from his or her unique professional and personal circumstances. Making the trip to the annual "Ignatian Family Teach-In" in Washington, D.C. is one outstanding way a faculty member could satisfy this project. It might also include:

- Reading, study or research applied to an area of professional responsibility
- Designing a new formation program or approach to be used in a student activity or class
- Ongoing personal reflection, reading and journaling on a specific aspect of the faculty member's work
- A creative or instructional project to be shared with colleagues for the enrichment of the wider community.

The specifics of the project would be agreed upon with the AP Mission early in year four. A description of the project--whether in progress or just getting underway-- should be included in the "Tenure Request Letter" written in the spring of year four. A brief report on the project should be presented to the Principal for review before the Tenure Meeting in year five.

Programs for all Faculty and Staff

A.Faculty/Staff Retreats

These day-long retreats are scheduled twice per year, in fall and spring, and are required for all faculty and staff. Themes are chosen based upon core Catholic and Ignatian themes. Faculty participation is a hallmark of these days, in material support, in presentations and in group conversation. Ample time is set aside for private prayer and informal walking and conversation. Our days begin with Mass and end with Common Prayer.

B. Ignatian Evenings

See description above.

C. Jesuit Colleagues Retreat:

SLUH shares with the Province in covering expenses for faculty to travel to Sedalia for this experience.

D. Ignatian Family Teach-In:

Each year SLUH sends a delegation to this event in Washington D.C. It focuses especially on the peace and justice themes in our Ignatian tradition. Faculty expenses would be covered for this event.

E. Private and Parish Retreats

SLUH covers the cost for faculty making their own personal retreat locally. See the AP Mission for facilities and resources. Faculty are also encouraged to participate in Parish Retreats. Costs for these retreats will be covered and missing a day of class can be worked out as long as advance notice and subs are arranged.

F. 19th Annotation

On an individual basis, faculty members can seek a Jesuit from our community, or other Jesuits or directors if arrangements can be made to lead them through the *Spiritual Exercises* in this format.

G. Ignatian Identity Committee

A group of faculty volunteers to serve on this Advisory Committee chaired by the AP Mission and meets 4-6 times per year to address the Ignatian identity and mission of the school. This group may have faculty and staff faith formation as their focus as well as student, alumni, and parent programs. They may also address issues relating to the plant and facilities or the school's corporate policies and procedures. They can serve as a helpful sounding board for any individual or group wanting to reflect on how their program or initiative relates to the Catholic and Jesuit Mission of the school.

H. Evaluation and Professional Development Programs

Ignatian and spiritual formation can be built into the four-year evaluation and PDP cycle for all teachers and staff. The "SLUH Professional Standards" document that is used in the Evaluation Process makes many specific references to Ignatian identity and the need for ongoing spiritual formation. Based upon the circumstances of a particular faculty member, this area might become a focus of their Evaluation Plan or Professional Development Plan.

St. Joseph's Prep - Reid

Thread: Religious

Subgroup: Individual

Foci: 1-5 years

Program Title: *New Teacher Retreat*

Contact Person/Office: Dennis Hart

School : St Joseph's Prep

Program Description: A 24 hour retreat is offered to all new teaching staff including the Alumni Service Corps. The Program is organized by the Maryland Province and includes not only teachers in Jesuit High Schools, but also Christo Rey and elementary schools.

Rationale: The retreat serves as an introduction to Ignatian spirituality and personal reflection. Opportunity is given for self-examination. Collegial bonds are built within the retreatant's own school group, but also within the larger network.

Leadership: The Retreat is organized by the Maryland Provincial Associate for Secondary Education Fr. Richard McCouch S.J.

Implementation: Dean of Students Dennis Harte is responsible for organizing the Retreat at St Joseph's Prep.

Processes and Resources: The program is constantly evolving based upon feedback provided by leaders and retreatants.

Finances: Cost of the retreat is covered by the Maryland Province.

Rewards: The rewards include a break from the hectic teaching schedule of the new teacher, as well as an opportunity to reflect on the first few weeks of school. Topics include classroom management, maintaining balance of

classroom duties and personal life, other current topics in education such as the use of technology in the classroom.

In addition, a retreatant is able to meet new teachers from other Jesuit schools. Establish networking with schools and teachers.

Time (When/Length): The Retreat lasts for 24 hours and is scheduled based upon the date of the PSAT test held in October.

Location (Space): Malvern Retreat House; 315 South Warren Avenue; Malvern, PA 19355; (610) 644-0400

Accountability/Assessment: The effectiveness of the program is assessed annually in an anonymous feedback form by participants, in informal conversation with mentors and administrative personnel. The program is not used as an assessment for beginning teachers.

St. Joseph's Prep - Reid

Thread: Religious

Subgroup: Individual/Group

Foci: 6-15, 15 +

Program Title: Individual silent retreat

Contact Person/Office: St. Joseph's Prep, Bruce Maivelett, director of Mission and Ministry

Program Description: To provide faculty and staff with an opportunity to choose his or her own retreat center for a silent retreat experience.

Rationale: The individual faculty/staff member chooses the retreat center. If the faculty or staff member has an interest in a particular retreat center, he/she is encouraged to apply or register for the approximately week-long silent retreat.

Leadership: Once the location is decided, the faculty staff member presents his or her chosen location to the director of mission and ministry for approval.

Implementation: Discussion takes place between the director of mission and ministry and the retreatant as to the reasons for the particular choice of retreat house as well as the individual's goals for attending the retreat. The director of mission and ministry may suggest a particular retreat center based upon the needs and goals of the retreatant.

Processes and Resources: The director of mission and ministry and retreatant discuss the best center for the needs and goals of retreatant. Funding for this program comes from the budget of the mission and ministry office. The schools pays for the cost of the retreat. The funding for travel is sometimes subsidized by the principal's office.

Finances: Funding for this program comes from the budget of the mission and ministry office for the cost of the actual retreat. The funding for travel

is sometimes subsidized by the principal's office.

Rewards: Participants receive a week to reflect on his or her vocation and spiritual life. He or she benefits from the \$500 stipend offered for participating in the retreat.

Time (When/Length): The silent retreat usually occurs during the summer months and is approximately 6 - 8 days long.

Location (Space): The location varies as it is chosen by the participant.

Accountability/Assessment: Retreatants usually have a conversation with the director of mission and ministry following the silent retreat. The discussion involves likes and dislikes of the retreat center practices, spiritual direction, overall experience, and willingness to discuss the retreat with other members of the school.

Brebeuf - LaMaster

Thread: Personal

Subgroup: Individual

Foci: All

Program Title: Wellness Committee

Contact Person/Office:

**School : Jen LaMaster, Brebeuf Jesuit Preparatory School
(jlamaster@brebeuf.org)**

Program Description: In 2010, Brebeuf Jesuit opened a new, multistoried Wellness Center. Soon after, Connor Benefits (our insurance broker) spoke with our HR Director about beginning a pilot wellness program at the school (a “well” staff is a cheaper to insure staff). Connor Benefits offered a Wellness Coordinator at no charge for 2010-11 to help Brebeuf start a committee. The voluntary committee has now grown to 10 faculty and staff members. For 2011-12, the Wellness Committee has sponsored Pilates Classes, Weight Watchers program, Yoga Class, Final Exam Massages, and healthy eating and hydration challenges. They are forming a Race for the Cure Team and plan other activities for summer. Second semester 2012, Connor Benefits has sponsored a personal trainer on site at no cost to the school. All school challenges on weight loss, exercise and hydration encourage healthy habits. Smoking cessation classes are also available.

Program participation has grown over the 2 years. The November Challenge “300 Minutes in 30 Days” saw participation at 42 faculty and staff for a total of 21,545 minutes of exercise reported.

Rationale:

The program was designed to encourage healthy living in light of having a state-of-the-art facility on school grounds. And to help lower insurance costs *

Leadership:

Wellness Coordinator from Connor Benefits helped get the program off the group. Now leadership currently from Business Office (Letha Kessler) and Media Center (Virginia Voight) as well as a committee of 8 others. Leadership is self-selected.

Implementation:

The program has grown from a small group surveying the community on needs to multiple classes, wellness challenges and a personal trainer on grounds. The Wellness Coordinator from Connor Benefits was a huge help getting the program off the ground. Forming a local Wellness Committee to develop programming and challenges is critical for ownership and assessing community needs. Now people look forward to the next challenge!

Processes and Resources:

Connor Benefits helped get the ball rolling with ideas for activities and how to encourage participation. Having a new Wellness Center (First floor locker rooms, second floor weights, third floor cardio) helped with facilities.

Finances:

Any cost is covered by the individual (for example: Pilates is \$5 per class). This year, Connor Benefits is supporting the personal trainer – 2012-13 the trainer will be funded by personal contributions of the participants as the exercise classes and Weight Watchers group is currently done. Facilities and use of the equipment is free. Cost of small drawing incentives is covered from Business Office funds.

Rewards:

Wellness is a considerable focus of our core value “A Caring and Diverse Community”. Having a physically and mentally healthy faculty and staff is key.

Committee often sponsors contests with small prizes offered (t-shirt, free class, mug)

Time: (When/Length)

Facilities completed in 2010

Connor Benefits approaches Human Resources in 2010-11 for partnership

Committee formed August 2010

Surveys of needs and interests Fall 2010

Exercise classes formed Spring 2011 (continue through summer) to present

Massages began Second Semester Exams 2011

Weight Watchers group formed January 2012

Personal Trainer began January 2012

Location/Space:

Wellness Center

Large classrooms in building for meetings

Accountability/Assessment:

Wellness Committee

Honor System for participants

Assessment done via partnership of HR and Connor Benefits via participation counts and surveys.

St. Ignatius (Cleveland) - Buzzelli

Thread: Spiritual

Subgroup: Individual/Group

Foci: 1-5 years, 6-15 years, 15 + years

Program Title: **Faculty Professional Development and Ignatian Spirituality**

Contact Person/Office: School : Joseph Buzzelli, Chairman LPDC
jbuzzelli@ignatius.edu; Principal Daniel Bradesca,
dbradesca@ignatius.edu

Program Description: Each teacher is expected to engage themselves in the faith life of the Saint Ignatius Community during each year of employment through participation in spirituality programs including but not limited to: the Spirituality Program for Adults (SPA), the Provincial Ignatian Pilgrimage Summer Trip, Mission Trips, Contemplatives in Action (CIA), student retreat programs offered through Campus Ministry, student service programs rooted in Ignatian spirituality such as the St. Joseph of Arimathea Pallbearers Ministry, or individually guided retreats offered by the school or Jesuit community.

Rationale: Will encourage life-long learning and professional growth to faculty beyond initial employment requirements and engage them in the faith life of the Saint Ignatius Community during each year of employment through participation in spirituality programs.

Leadership: The program was developed in consultation with faculty members (Association), the president, principal, vice president of mission and board of regents approval.

Implementation: All faculty must have an approved goals document on file (IPDP, Local Professional Development Committee approved) at the beginning of each school year

Processes and Resources: Joseph Buzzelli and LPDC, Daniel Bradesca, Fr. John Libens, S.J.

Finances: The school will contribute to any out-of-pocket expenses incurred by faculty that are associated with the completion of approved professional development experiences. Any other funding sources must be exhausted before school contributions are made. (E.g. If a teacher is awarded a grant for the experience, the school will contribute to any out-of-pocket expenses due after the grant funds are exhausted.) Approximately \$2,000 per experience will be allowed. NB: Although coursework may be considered as an approved professional development experience at the discretion of the Dean of Teachers and/or Principal.

Rewards: Each teacher is expected to engage themselves in the faith life of the Saint Ignatius Community during each year of employment through participation in spirituality programs and this program helps in the fulfillment of the Saint Ignatius formation process.

Time (When/Length): Formalized and financed process will begin in the Fall of 2012.

Location Space: "Ignatian Themes Workshop" in the summer following their first year of work at Saint Ignatius High School. Travel may be required to the host sites in the Detroit or Chicago provinces.

Accountability/Assessment: From the start of the second year of employment, teachers are expected to complete a professional development experience every other year. The exact nature and timing of the experience will be determined by consultation between the teacher and the Dean of Teachers and/or Principal.

Scranton - Seymour

Thread: Religious

Subgroup: Individual

Foci: All Faculty

Program Title: Annotation 18 of the Spiritual Exercises

Contact Person/Office: Henry Haske, SJ

School : Scranton Preparatory School

Program Description: A 10-week group experience of the Spiritual Exercises

Rationale: An Ignatian Way of Proceeding and educating can only proceed authentically when grounded in the Spiritual Exercises.

Leadership: Henry Haske, SJ (Senior Priest) designed and directs the retreat

Implementation: Each semester all faculty are invited to join a retreat cohort of 2-5 retreatants.

Processes and Resources: Henry Haske, SJ calls an introductory meeting early in the semester to assess interest and availability; a common meeting time is established. Each meeting begins with participant reflection / faith sharing on recent prayer exercises. Henry offers reflections on the movement of the Graces of the Exercises, tying previous prayer experiences into forthcoming experiences, offers specific prayer points and passages for upcoming days, then calls for final questions and reflections. Retreat prayer materials are a compilation of Henry's many years of retreat directing experience.

Finances: There is no compensation for retreat director or participants. Participant materials are created using regular school supplies (copier, etc)

Rewards: The Greater Glory of God! Retreat participants have then become small group leaders for Kairos alum who wish to participate in a five-week experience of the themes of the Exercises during Lent.

Time (When/Length): The first retreat cohort was formed in Fall 2010. A cohort has formed each semester since then, with approximately 15 faculty members having made the retreat. Retreat cohorts meet once or twice weekly, either before or after school, for approximately 30 minutes.

Location (Space): Retreatants meet in Henry's office or in the chapel.

Accountability/Assessment: At the end of each semester, Henry conducts an evaluation of the process and the experience with retreatants. Henry regularly engages in conversation with others in the development and implementation of this program.

Fairfield College Preparatory School - Andrade

Thread: Spiritual

Subgroup: Individual/Group

Faculty: all teachers

Foci: all teachers, administration & staff

Program Title: Ignatian Spiritual Development for Faculty & Staff

Contact Person/Office: Mr. Elliott Gualtiere, Directory of Campus Ministry & Fr. Paul Holland, SJ, Chaplain to the Faculty & Staff

School : Fairfield College Preparatory School

Program Description: Ignatian spiritual formation is on-going at Fairfield Prep. It begins with first year teacher orientation and continues throughout the professional career of teachers and staff at Prep. As recently as 2007 the leadership of Prep and the Jesuit community identified the need for a dedicated chaplain to the faculty & staff for the purpose of their spiritual growth and formation. At this time, the chaplain is a Jesuit who serves in this capacity part-time. He is supported by the full-time, lay Director of Campus Ministry and Chaplain to the student body, who is also a Jesuit.

Faculty spiritual development begins with training in Jesuit Ignatian spirituality for newly hired teachers & staff. This includes studying the life of Ignatius, the history of the Jesuits and a special attention to the Examen in daily life. This is the basis for all reflection in a Jesuit Ignatian context. Our spiritual development program involves the following best practices:

- Annual Faculty/Staff Retreat.
- Ignatian Ministry Programs Leading Students: (e.g. Kairos, underclassmen retreats, Urban Plunge & other service immersion trips).
- Daily Mass & Monthly Family Mass (weekend Mass for faculty/staff & families.)

- Advent Mass & Tree Lighting Ceremony
- Individual Spiritual Direction (upon request)
- Ignatian Book Discussion Group

Rationale: Spiritual development in the Jesuit Ignatian tradition is foundational to all Jesuit institutions. It is the source and summit of all reflection across every discipline both academic and non-academic. Whether or not a teacher or staff member is Catholic or Christian, he or she can and should be exposed to Ignatian spiritual reflection as a tool for living and working in a Jesuit school. As fewer Jesuits are available to instruct and pass along the charism of St. Ignatius, a commitment to spiritual formation of lay employees is a critical factor for mission effectiveness in Jesuit schools of the 21st century.

Leadership: The Campus Ministry team and faculty chaplain collaborate with the school leadership annually to insure that spiritual formation is being offered on a regular basis throughout the school year.

Implementation: Programs in Ignatian spiritual formation are planned annually and are implemented by the Campus Ministry team. Dates for events and formation opportunities are announced at the beginning of each year and faculty & staff are invited to participate in any of the available offerings.

Processes and Resources: The process of Ignatian formation is on-going and relies heavily on the human resource available in Campus Ministry and in the Jesuit community.

Finances: Funding for faculty & staff spiritual development is included in the ministry budget. Some funding is also available to faculty who wish to pursue further opportunities for retreat and formation during the summer months. This is done through an application process to the Principal.

Rewards: The rewards are clearly designed to be both personal and professional. Ignatian spirituality becomes a tool for both everyday life and everyday work. The teacher or faculty member who avails himself or herself of these opportunities is given the opportunity to grow in faith, in community and in leadership as a man or woman with and for others.

Time (When/Length): This process of spiritual formation is ongoing.

Location (Space): The meetings of Ignatian reflection groups generally takes place at Prep or may be hosted in the Jesuit residences at Fairfield University.

Accountability/Assessment: Each faculty member in the first five years of employment is expected to participate in Ignatian spiritual programs as a part of their initial formation. Faculty who are beyond the fifth year of employment participate in programs as time and schedules allow. Faculty and staff notify administration annually of their intentions to complete any specific Ignatian spirituality programs.

Seattle Preparatory School - Barmore

Thread: Religious

Subgroup: Individual

Foci: Local

Program Title: Adult Faith Formation: Prayer Service

Contact Person/Office: Matt Barmore: Director of Ignatian Formation

School : Seattle Preparatory School

Program Description: Four times throughout the year, we have a late start schedule for the purpose of providing 60-90 minutes of prayer time. For each session, faculty and staff are provided with 3-4 prayer options: lectio divina, prayer through movement (tai chi), meditation prayer (imagination), prayer through music.

Rationale: As a faith community, it is important that we provide time for people to pray within the community. We believe that offering people choices ensures that we're providing a prayer experience that fits people's needs.

Leadership: While Matt Barmore coordinates the dates and times, the key is finding people who are experienced at leading others in various prayer experiences.

Implementation: As noted in the description, this practice takes place four times throughout the school year.

Processes and Resources: No special resources are required. Prayer leaders generally get a gift certificate.

Finances: Again, prayer leaders generally get a small gift certificate for their role. Total: \$300/year

Rewards: No rewards. All faculty/staff are expected to participate.

Time (When/Length): Late starts are scheduled from 7:45 – 9:15 but on those days we offer the prayer experiences, we generally begin at 8am and finish by 9.

Location (Space): Different parts of the campus are used, depending on the experience. The lectio divina prayer group generally meets in the chapel. If the prayer involves movement (tai chi), we may use the outside courtyard, depending on the weather.

Accountability/Assessment: There is no formal assessment of the program.

Belen Jesuit Preparatory - Bustamante

Thread: Religious

Subgroup: Individual/Group

Foci: 1st year - Veteran

Program Title: Faculty Retreats

Contact Person/Office: Patty Bustamante

School : Belen Jesuit Preparatory

Program Description: Each year our faculty attends two retreats. The first one is during our first week back to school. This retreat is only for faculty members. The second retreat is during the Lenten season. This retreat is for both faculty and staff. An English and Spanish retreat is offered for Lent.

Rationale: Belen Jesuit feels strongly in the faith and spiritual formation of our faculty and staff. These retreats are an integral part of this formation and serves as means of strengthening our vocation to Jesuit education.

Leadership: The retreats are organized by the Director of Faculty Development in collaboration with other faculty members.

Implementation: The administration and Jesuit priests have always made this an important part of our yearly schedule.

Processes and Resources: A theme and retreat leader is discussed with Principal, Campus Ministry Director, and School Chaplain.

Finances: A budget has been established to cover breakfast and lunch for all that attend and cost of location. (Our Lent retreat often times takes place on campus.) A donation is given to the leader of the retreat.

Rewards: These retreats give faculty and staff an opportunity to reconnect with colleagues. In service points are earned by Florida certified teachers. A nice meal is always provided.

Time (When/Length): Our beginning of the year retreat is done on our first week back to school. The second retreat is offered during the end of Lent. Retreats are usually from 8:30 am– 2:00pm.

Location (Space): Most retreats are held at Casa Manresa, John Paul Retreat House or on school campus.

Accountability/Assessment: The retreats are later assessed an informal manner with the administration, campus ministry and other members of the faculty.

Jesuit HS Tampa - Davis

Thread: Religious

Subgroup: Individual/Group

Foci: All

Program Title: Tampa Jesuit Faculty/Staff Retreat

Contact Person/Office/School: Paul Davis
(pdavis@jesuittampa.org); Brian Greenfield, Director of Campus
Ministry(bgreenfield@jesuittampa.org)

Program Description: Two-day retreat for the entire faculty and staff at the Bethany Center, a retreat facility whose mission is to support ministries and programs that serve churches, education, and communities. The center is a beautiful facility surrounded by hundreds of acres of natural Florida habitat. Guest speakers from the national Jesuit community lead activities, which include daily mass, talks, presentations, small group discussion, and quiet reflection. Faculty and staff have the option to stay overnight in a single cabin overlooking a lake, approximately one-third of the professional community doing so. Breakfast and lunch are provided for all, dinner for overnights, who also may partake in vespers, adoration, and confession. In addition to the two-day retreat, several members of the professional community have taken advantage of the extensive retreat opportunities available to them: 19th Annotation, province retreats, individual retreats, etc.

Rationale: The goals/focus for faculty and staff are:

Reflecting on the deeper meaning to their presence in the school community as teachers and educators.

Seeing teaching as a ministry—the transcendent nature of their activity and its deeper implications.

Dealing with fears and frustrations by recognizing the larger context of their roles as leaders in embracing the mission of the school and the mission of redemption.

Tending to their own need for spiritual growth and constant spiritual renewal—avoiding stagnancy in their professional and personal goals, realizing that they embrace a spiritual dimension in the formation of their students.

Reinforcing the understanding of the faculty as a community, sharing and supporting each other in the mission, working against the temptation to feel isolated.

Leadership: There has always been a faculty/staff retreat of some sort. In recent years, up to 2008-2009, the professional community engaged a day of reflection on first day of preparation week for the school year. The day began with mass followed by a talk. From that, under the leadership of Fr. Hermes, school President, the format of the retreat has progressed, the goal being to give faculty and staff extended time off campus to engage in reflection and to gain depth in their faith and knowledge of Jesuit Spirituality.

Implementation: School President, Principal, and Director of Campus Ministry determine the format of each retreat, the most essential considerations being: that the focus of presentations and discussions are matters of substance that engage faculty and staff; that the professional community has free time to be with each other and has quiet time to be with God. Focus and format are determined over the course of several meetings through review of past retreats and comments given by faculty. The Director of Campus Ministry then produces a schedule of activity; the President's assistant handles the arrangements with the facility and organizes materials required for discussions and activities.

Processes and Resources: Speakers are chosen based on their familiarity with Jesuit spirituality, the spiritual exercises, as well as their experience in education. The preference is that a Jesuit facilitate the retreats, as has been the case in the past few years.

Finances: Funds are allocated in the yearly budget. These include but are not limited to the facility, food, materials, and stipend for the facilitator.

Rewards: Personal and professional renewal, revitalized sense of purpose, and recognition of professional community's fellowship in that purpose.

Time (When/Length): The annual two-day retreat takes place approximately at the midpoint of the second semester, a time when many in the professional community benefit greatly from the communal gathering in peaceful surroundings.

Location (Space): Bethany Center, Lutz, Florida, approximately fifteen miles from the school.

Accountability/Assessment: In past years the faculty and staff have responded to a survey so that they may provide comments about the retreat experience. This year faculty and staff who served as group discussion leaders and organizers gave their recommendations to assist in the planning of future retreats.

Canisius High School - Pecoraro

Thread: Religious

Subgroup: Individual/Group

Foci: All Faculty and Staff of Canisius High School

Program Title: Community Retreat

Contact Person/Office/School: Bob Pecoraro/ Vice President for Ignatian Identity and Mission pecoraro@canisiushigh.org

Program Description:

The Community Retreat is the first all-staff event of the school year. The day-long gathering, which takes place at an off-campus site, is an opportunity for staff to engage in personal reflection. The peer-driven talks, reflections, and discussions also serve to foster community growth and provide a forum for implementing our mission and identity for the school year. A second gathering at the half-way point in the school year serves as an opportunity to re-energize the Canisius community and address matters pertinent to our mission, both personally and as a community.

Rationale:

To facilitate a time and space for personal reflection centered in faith. The intention of the Community Retreat is to attend to personal reflection while enriching and cultivating a sense of community among the faculty which, in turn, will yield action on behalf of the community.

Leadership:

The program is coordinated by the “Mission and Identity” Office but is directed by faculty and staff.

Implementation:

The entire staff goes to an off-campus location two times per year for discussion, reflection, liturgy, and meal. The activities and talks are facilitated and led by fellow faculty members. All faculty and staff participate in personal, small group, and large group reflections.

Processes and Resources:

- Secure an off-site facility for the “Community Retreat”
- Invite staff and faculty members to lead reflections and present on pertinent topics for the retreat
- The Vice President of Ignatian Identity meets with facilitators regarding their presentations
- Arrange transportation to the site via school buses
- Organize materials, handouts, etc. for presentations and group work

Finances:

- Budget set by President and CFO of Canisius High School through the Principal’s budget line: “Faculty Meetings & Development”
- Approximate cost \$2,000

Rewards:

The Community Retreat generates a sense of community early on in the school year. The event bolsters enthusiasm for staff-wide weekly reflection, and facilitates buy-in for implementing JSEA Learning Objectives within the classroom and throughout the school community. Staff feedback indicates that the Community Retreat at the beginning of the year was instrumental in creating a significant up-swing in staff participation in other Ignatian Identity Programs.

Time (When/Length):

Time: The Community Retreat is held from 9:00am- 2:00pm twice in the academic year. Prep time includes meeting with faculty speakers/facilitators, organizing materials and transportation, purchasing breakfast, etc.

Length: This first-year program is in development and evolving.

Location (Space):

Cradle Beach Camp & Christ the King Seminary were the site locations for this year's Community Retreats

Accountability/Assessment:

The Vice President of Ignatian Identity reports to the President regarding the efficacy of programs. Tools such as "Survey Monkey" are used to gather feedback from participants which allows the process and the program to evolve.

Colegio San Ignacio - Aponte

Thread: Religious

Subgroup: Individual

Foci: All

Program Title: Spiritual Exercises

Contact Person/Office: Diana Droz diana.droz@sanignacio.pr

School : Colegio San Ignacio

Program Description: Spiritual Exercises are offered to the community, once during each semester of the school year. The program is offered to educators, family members, and friends. Since 2009, seventy (70) individuals have participated.

Rationale: Provide an opportunity to experience the Spiritual Exercises in order to live the faith more fully, and to appreciate the essence of Ignatian education.

Leadership: The program was started with the help of the Curricular Integration Coordinator of the school. Twice a year, Jesuits and lay members have offered guidance to participants off campus.

Implementation: The Curricular Integration Coordinator implemented the Spiritual Exercises Program. The individual spiritual direction is offered by one of the Jesuits of the community.

Processes and Resources: The Spiritual Exercises are scheduled once each semester. Three preparatory meetings are held before the retreat. The individual spiritual direction is organized by the Jesuits.

Finances: School provides financial support as needed.

Rewards:

Time (When/Length): The program has been in place since 2009. Each preparatory meeting has duration of one hour. The Spiritual Exercises are offered on weekends.

Location (Space): Preparatory meetings on campus. Spiritual Exercises at a retreat house, off-campus.

Accountability/Assessment: There is no formal evaluation tool, but some of the participants continue the Spiritual Exercises on the eight day program. The Spiritual Exercises program is informally assessed by personal conversations with the individuals who participate.

U of D Jesuit High School - Shubnell

Thread: Religious

Subgroup: Group

Foci: Departments, Individuals

Program Title: Manresa Jesuit Retreat House

Contact Person/Office:

Dennis Shubnell (dennis.shubnell@uofdjesuit.org)

School:

U of D Jesuit High School and Academy

Detroit, MI

Program Description:

The Manresa Jesuit Retreat House, located in Bloomfield Hills, is a place of quiet, peace and prayer that seeks to help people grow in their spiritual life. U of D Jesuit has utilized this retreat house on several occasions for group retreats and individual retreats.

Rationale:

The Manresa Jesuit Retreat House offers U of D Jesuit faculty and staff opportunities for times of quiet and prayer to get away from the demands of everyday life, to come in closer contact with God and to be reflective in ways outlined by St. Ignatius Loyola in The Spiritual Exercises.

Jesuit Portland - Love

Thread: RELIGIOUS

Subgroup: GROUP

Foci: COMMITTEE

Program Title: Faculty/Staff Day Retreat

Contact Person/Office: Charlie Schreck, Ignatian Formation Director

Program Description: Each year our faculty/staff participate in a day retreat that varies in theme and location. Our current model is a rotation between a day of service in the greater Portland area one year followed by a more traditional spiritual retreat the following year.

Rationale: The spiritual formation of our faculty and staff is part of our mission as Ignatian Educators. This is a required day retreat that has offered a variety of spiritual opportunities on-site as well as around the Portland area. Our faculty/staff continues to express interest in doing service projects every other year to model our Christian obligation for our students.

Leadership: Our Ignatian Formation Director seeks input from the academic team as well as from faculty/staff to meet the spiritual needs of the majority of our staff.

Implementation: Ignatian Formation Director.

Processes and Resources: Guest speakers, assistance from Professional Development Director & Christian Service Director for service projects.

Finances: Varies based on location. Meals average \$1500. Speaker fees vary.

Rewards: Breakfast and lunch is provided. Spiritual reflection is offered with a day away from the office. Community building is an on-going goal.

Time (When/Length): The day retreat is always held on the Tuesday following the Presidents' Day holiday in February.

Location (Space): This year's day retreat was held at the University of Portland. Last year we had 10-12 service sites around Portland followed by mass and lunch at JHS.

Accountability/Assessment: An online survey is administered by the Ignatian Formation Director. Verbal feedback is also welcome.

Bellarmino Preparatory - O'Connor

Thread: Adult Formation

Subgroup: Faculty/Staff

Foci: Program Title: Adult Silent Retreats

Contact Person/Office: Jim Fish

School : Bellarmine Prep

Program Description: Campus Ministry offers 2 silent Ignatian retreats for faculty and staff during the school year. The one day retreat includes spiritual exercises, the examen, spiritual direction, and mass in a beautiful retreat setting on Puget Sound.

Rationale: Faculty and staff deepen their awareness of God's love in their own experience through Contemplative prayer. This leads to even more openness to Ignatian prayer in the future

Leadership: This retreat was developed by Jim Fish. He leads it and is assisted by Fr. John Fuchs, SJ.

Implementation: We offer this retreat twice a year

Processes and Resources: Notice for the retreats are sent out via email a month in advance of the retreat. Space is limited to 10 faculty/staff.

Resources include: Praying with Ignatius of Loyola by Bergan and Schwann; An Ignatian Introduction to Prayer by Timothy Gallagher OMV and Hearts on Fire. Handouts for the Spiritual Exercises are also used.

Finances: No cost for the retreatants. Retreat is budgeted by Campus Ministry, cost averages \$1700

Rewards: A day away from Bellarmine on this retreat is enabling and affirming of our Ignatian mission. The shared experience builds a deeper and positive experience with prayer.

Time (When/Length): 3:30 PM on Tuesday through 4:00 PM on Wednesday; October and April; 24 hours

Location (Space): Located at Far-A-Way retreat Center in Longbranch, Washington. Space for 10 retreatants, 2 leaders and one cook

Accountability/Assessment:

Written evaluations are required

Oral review happens at the end of the retreat

Evaluations are reviewed by staff.

Loyola School - Bolton

Thread: Religious

Subgroup: Group

Focus: All faculty/staff/ admin

Program Title: Faculty Retreat

Contact Person/Office: Matt Bolton

School : Loyola School

Program Description: We hold an annual faculty retreat in the fall that all teachers, administrators, and staff members attend. The retreat is an overnight event, beginning on a Thursday after school and ending with dinner on Friday night. While there is a lot of time built in to socialize, the retreat is explicitly religious and is grounded in Ignatian spirituality. Making this event mandatory for all employees means that we all have some experience with the kind of retreat our students make, and provides an opportunity for all of the adults in the community to take time away from work to focus on their own religious and spiritual growth.

Rationale: If we are going to be teachers and leaders at a Jesuit school, we must have some experience with Catholicism, with Ignatian spirituality, and with making a retreat as part of a community of faith.

Leadership: Our director of campus ministry partners with members of the faculty as well as outside religious or lay retreat leaders to plan the event.

Implementation: The retreat is on the calendar every year and is a contractual obligation for the faculty. We make it a real priority to free everyone up for the retreat.

Processes and Resources: For the retreat to be effective, we really do need to get away from the school building. We take the faculty to a Jesuit retreat house (for the past several years, we've been using Inisfada). This allows us to get away from our routines and our school personae. By sharing meals,

celebrating mass, and engaging in reflection, prayer, and conversation, we affirm our identity as a community of faith.

Finances: The faculty retreat is a serious financial commitment, as it involves booking a retreat house, providing for meals, etc... But it is a formative experience for our faculty and staff and is therefore well worth it.

Rewards: Members of the community enjoy spending time with each other, and the retreat is generally seen as a getaway. It also gathers us as a community faith and provides an opportunity to acquaint or reacquaint our faculty with the tenets and practices of Catholicism and of Ignatian spirituality. Making a retreat prepares us to participate in student retreats and reaffirms for us of the centrality of religion to our school's mission.

Time (When/Length): One Thursday afternoon through Friday night, generally in late October.

Location (Space): A retreat house.

Accountability/Assessment: We survey the faculty after the retreat and use their feedback to inform our planning of future retreats.

Rockhurst High School - Owsley

Program Title: Ignatian Breakfasts/Evenings

Contact Person/Office: Tom Norman/Pastoral Office

School : Rockhurst High School

Thread: Religious**Subgroup:** Group**Foci:** Team

Program: Each semester, there exist eight sessions. Seven breakfasts and one evening meal for faculty with two or more years of experience. Faculty members are split into eight groups and must attend one of the eight events each semester.

Rationale: The program allows faculty and staff to spend time on their own formation while strengthening the bonds of the community. Their exist four goals of the program:

To allow the faculty to take a break.

Become more familiar with the Ignatian tradition.

Use the tradition for personal spiritual growth.

Form community through the sharing of personal spiritual experience.

Leadership: Each breakfast/evening is facilitated by a member of the Ignatian team (comprised of seven faculty and staff). These individuals are experienced in the Ignatian tradition.

Implementation: The sessions and groups are scheduled at the beginning of the year. The schedule and the groups are posted online. Reminder emails are sent to the faculty members. Additionally, the schedule is posted on faculty bulletin boards. Participants are allowed to switch session dates.

Processes and Resources: The Parents Club is used to provide food for all of the participants. The breakfasts are held in the old Jesuit residence adjacent, but separate to the school building.

Finances: The school provides a budget for resources and food reimbursement. However, most of the food is donated through the generosity of the Parents Club.

Rewards: Participants increase their familiarity with the Ignatian tradition. The community grows on a spiritual and deeper level through the sharing of personal faith experiences. Putting community members in this situation allows for them to inspire each other. Cura Personalis for the faculty and staff.

Time (When/Length): Friday mornings during 'late start' days. The entire breakfast session lasts a little over one hour. The evening meal is held on a Thursday and lasts about ninety minutes including the hour of discussion after the dinner.

Location (Space): Xavier Hall. It is a space adjacent to the school that is specifically set aside for the purpose of faculty and staff development. How is this program rooted in the Spiritual Exercises?

Originally, the program was designed to explain and invite people to make the 'exercises'.

It has evolved into a program that attempts to provide spiritual experiences similar in nature to the same spiritual experiences within the Exercises. (e.g. methods of prayer, discernment of spirits, use of the Examen...)

The program also encourages conversion and spiritual growth. Therefore, the ultimate purpose of the program is similar to that of the Exercises.

Cheverus - Burke

Thread: Religious

Subgroup: Group

Foci: Faculty and Staff

Program Title: Annual Faculty Retreat 2012

Contact Person/Office:

School : Bill Burke or Rodger Cilley

Program Description: The annual Faculty Retreat is a daylong, off-campus retreat designed to provide the faculty and staff with an opportunity to reflect upon their roles as Ignatian Educators. *The Profile of the Ignatian Educator* and *Go Forth and Teach* are the primary documents used to support the retreat.

Rationale: The focus of the 2012 retreat is to set the context for the introduction of the Ignatian Educator Program which is to be presented for approval at the June 2012 meeting of the Board of Trustees

Leadership: The retreat is organized by the Director of Mission/Identity with support from the Academic Administrators.

Implementation: The Principal secures the retreat house and refreshments. The Director of Mission and the two Assistant Principals organize the retreat.

Processes and Resources: The entire retreat was developed with in-house personnel with the Director of Mission leading the retreat and five faculty/staff members sharing reflections on Animating the Vision, Modeling Ignatian Pedagogy, Caring for the Individual, Discerning Ways of Teaching and Learning and Building community and Fostering Collaboration.

Finances: The Retreat Center charged approximately \$25 per person and the 14 passenger bus/van used \$25 in gasoline

Rewards: The context for introducing the Ignatian Formation program was successfully completed. The faculty and staff enjoyed a day off-campus reflecting on what it means to be an Ignatian educator.

Time (When/Length): May 4, 2012 from 8AM -2PM

Location (Space): Marie Joseph Spiritual Center, Biddeford, Maine.Meeting Rooms, Chapel and a sandy beach.

Accountability/Assessment: Feedback will be gathered in the form of a survey to be completed the week of May 7, 2012.

Loyola Academy - Gregg

Loyola Academy: Religious

Event: Ignatian Evenings

Thread: Religious

Subgroup: Group

Focus: Any year

Rationale: Opportunity to gather for dinner, presentation and discussion.

Leadership: Under the direction of Vice President of Mission and Ministry

Implementation: Faculty/staff self-select into the program. Meetings are quarterly in the evenings.

Processes and Resources: n/a

Finances: n/a

Rewards: n/a

Time: During the school year. Quarterly in the evening.

Location: Loyola Academy

Accountability: Participants are responsible for their own accountability.

Bellarmino College Preparatory - Torna

Thread: Religious

Subgroup:

Foci: Ongoing

Program Title: Adult Spirituality Program

Contact Person/Office/School: Bellarmine College Preparatory (Janet Perucca-Kleinhofer-jpkleinhofer@bcp.org)

Program Description:

☐ **In addition to meeting for “Ignatian Wednesdays” four times a year to discuss various topics, Faculty Retreats, Magis Meals, etc, the following individual electives will be offered starting in the of Fall of 2012:**

Christian Life Community/CLC small group - Day/Time TBD by group – begin end of August

Focus: Ignatian Spirituality, Mission, and Identity

☐ **Restorative Justice Small Group - Day/Time TBD by group – begin end of August or beginning of September**

Utilize JustFaith Module: “Prison Reform: Church of the Second Chance”

Consists of 6-8 sessions (spread out over 1 or 2 semester(s) as determined by group): introduces the “radical” Christian principle of restorative justice, need for prison reform, power of centering prayer and the Christian messages of reconciliation & redemption. Participant book, video, etc. provided.

☐ **IGNATIAN EXERCISES:**

18th Annotation Retreat: an introduction to the Spiritual Exercises and Ignatian Prayer (a weekly session for 8 weeks) Day/time TBD by participants

19 th Annotation Retreat: 30-week retreat (usually weekly sessions September-May)

Both the 18 th and 19 th annotation retreat will be offered in two formats to choose from: individual (one-on-one) and small group. Day/time TBD by participants

Rationale:

The goal of the program is to support faculty and staff as they search for ways to grow spiritually

Leadership:

President and school administration, Spirituality Committee, Campus Ministry

Implementation:

The Adult Spirituality Director works closely with the school administration to plan yearly activities

Processes and Resources:

Surveys before and after activities to determine level of interest and whether the needs of the participants were met, as appropriate

Finances:

Funding is provided for all retreats and activities

Rewards:

Opportunities for community-building and spiritual growth

Time(When/Length):

Programs vary in length

Location (Space):

School chapel, Director's Office

Accountability/Assessment:

The Director of Spirituality reports to the Principal

McQuaid Jesuit - Dacey

Thread: Religious

Subgroup: Group

Foci: Current Faculty/Staff

Program Title: Ignatian Seminar

Contact Person/Office: Marcy Nesbitt

School : McQuaid Jesuit

Program Description: This program is part of on-going Ignatian Spiritual experiences offered to Faculty and Staff.

Rationale: The Ignatian Seminars were initially developed to provide Ignatian Formation to new and veteran faculty. It has evolved into an opportunity for reflection, conversation and informal instruction in Ignatian spirituality to interested faculty and staff.

Leadership: This program is initiated and supervised by contact person and is facilitated by members of the Ignatian Formation Committee (Campus Minister, Faculty Chaplain, Director of Ignatian Formation, et al.)

Implementation: Topic and theme determined annually and lead by appropriate personnel.

Processes and Resources: Gifts of time and talent offered by Ignatian Formation Committee make this program successful.

Finances: Approximately \$250.00 - 400.00 per year for materials (film or book for example) and lunches.

Rewards: Atmosphere of collegiality and trust established between participants that provides unity in and out of the classroom. In addition, students seeing the faculty and staff interacting/learning together creates interest and connection to students' own learning process.

Time (When/Length): This program is offered monthly throughout the school year during each of the school's lunch periods.

Location (Space): One of two on site conference rooms depending on participation each month.

Accountability/Assessment:

Loyola Blakefield - Flanigan

Thread: Spiritual

Subgroup: Ignatian Education

Foci: New Faculty and Staff

Program Title: Ignatian Educator Program (IEP)

Contact Person/Office: John Weetenkamp, Director of Ignatian Mission and Identity

School: Loyola Blakefield

Program Description: The program intends to train all new employees in Ignatian philosophy, methodology, and pedagogy. The Director of Ignatian Mission and Identity collaborates with the assistant principal, teacher leaders, and mentor teachers. Before the advent of the new school year, the program begins with a two-day new-teacher induction and orientation on campus. During the school year, new employees meet five times with John Weetenkamp; they also attend a province-wide new-teacher retreat. Participants who have concluded the program are then invited back to present to the next year's new hires.

Rationale: In response to the call of General Congregation 35 to have collaboration at the heart of a Jesuit school's mission, the IEP is designed to build a community of lay collaborators who are well-versed in the teachings of Ignatius and the IPP.

Leadership: Director of Ignatian Mission and Identity John Weetenkamp, Assistant Principal John McCaul, Faculty Coordinator Dan Hoehler, and previous IEP participants

Implementation: See Above Please

Processes and Resources: The Director of Ignatian Mission and Identity collaborates with the assistant principal, teacher leaders, and mentor teachers. Before the advent of the new school year, the program begins with

a two-day new-teacher induction and orientation on campus. During the school year, new employees meet five times with John Weetenkamp; they also attend a province-wide new-teacher retreat. Participants who have concluded the program are then invited back to present to the next year's new hires.

Finances: No excessive costs for on-campus activities. The new-teacher retreat is paid for out of the Professional Development Budget.

Rewards: New employees are rooted in the mission, and they understand the importance of embodying and modeling Ignatian spirituality.

Time (When/Length): For new participants, training occurs for two days in August. The training is ongoing throughout the year.

Location (Space): Training takes place on campus and off-site location for new-teacher retreat.

Accountability/Assessment: At the program's completing, participants complete a detailed survey.

Gonzaga Prep - Duchesne

Thread: Religious

Subgroup: Group

Foci: 0-15+ years

Program Title: Adult Formation Directors

Contact Person/Office:

School : Derek Duchesne, Gonzaga Preparatory School;
dduchesne@gprep.com

Program Description: Currently we devote two teaching periods for two individuals to lead the school in adult formation. These individuals use a few faculty meetings throughout the year, our two day faculty/staff retreat, and lunches to carry out adult formation programs. They are also in contact with Gonzaga University for the Spiritual Exercises in Everyday Life (SEEL) program.

Rationale: The rationale is simple. This is important to who we are so we devote salary and time to forming the adults in our community.

Leadership: The adult formation directors are in consultation with the administration, but are given free reign to develop the program.

Implementation: This program has developed over time thanks to the gifts of one of the individuals who has been the director of the program. Working with administration for time embedded in the school day has been important.

Processes and Resources: A small budget is devoted to this program. The school also pays \$250 of the tuition for faculty/staff who want to participate in the SEEL program. The directors have also created an Ignatian Identity Committee of faculty and administration to help organize the two day retreat and solicit feedback.

Finances: Gonzaga Prep employs a two faculty members for one period a day each as Adult Formation Directors.

Rewards: Rewards are further spiritual growth and an opportunity to collaborate with colleagues to discuss each other's faith journey.

Time (When/Length): A few Tuesday mornings per semester from 7:30am-8:45am are reserved for adult formation. As a result, the school day for students begins at 9am on Tuesdays. Lunches are also used for book clubs to meet. The SEEL program takes place outside of school.

Location (Space): Gonzaga Prep's campus, classrooms, and auditorium can be used for collaboration.

Accountability/Assessment: As a result of our Adult Formation Meetings, we have found visible changes in our understanding of the mission of the school and our role in Jesuit education. Additionally, through the ISIS survey, administration and faculty have been able to receive feedback from parents and students alike.

Jesuit Sacramento - Caslin

Thread: Religious

Subgroup: Community

Foci: Community

Program Title: Faculty and Staff Masses with Reflection

Contact Person/Office: Tim Caslin (caslint@jhssac.org)

School : Jesuit High School Sacramento

Program Description:

During each quarter, the school hosts Masses for all faculty and staff. At each Mass, a faculty or staff member gives a reflection based on the year's theme. (For example, this year the theme was "The Body of Christ—Our Eucharistic Community." During the reflection, the faculty or staff member spoke about recent times when s/he had noticed the presence of Christ on campus—in colleagues, in students, in the work.) We are intentional about having a wide representation of people give these reflections to remind us that we are all responsible for the religious identity of the school. After Mass, people are invited to the Jesuit Community for coffee and bagels.

Rationale:

The purpose of these Masses is to keep the faculty and staff focused on the religious mission of the school in the midst of the busy-ness of the school year. We start the year with a faculty and staff retreat, and these Masses are meant to help us re-discover the graces of the retreat. They help us develop the habit of looking for God, active and working, in the midst of our work. And, the reflections help build community among the faculty and staff.

Leadership:

The Assistant Principal for Instruction and Student Life works with the Director of Campus Ministry to coordinate the Adult Faith Formation

Program.

Implementation:

The AP for Instruction and Student Life and Director of Campus Ministry work with an Adult Faith Formation Committee to implement the program.

Processes and Resources:

Finances:

Rewards:

Time (When/Length):

Location (Space):

Accountability/Assessment:

Faculty and Staff are asked to evaluate the program at the end of each school year. The Committee uses these evaluations to shape the next year's program.

De Smet - Musso

Thread: Religious

Subgroup: Individual/Group

Foci: All Faculty and Staff

Program Title: Faculty Day of Recollection: Health, Well-Being Balance

Contact Person/Office/School: Peter Musso, AP, Staff Development, De Smet Jesuit pmusso@desmet.org

Program Description:

Premise:

“How do you take care of self while you take care of others? How do you refuel in a time of high stress, tension, anxiety?”

The day of recollection provides the opportunity for participants to *refuel* and *restore* through a variety of stress-reducing, practical, hands-on workshops that focus on the physical, spiritual, and psychological care of the individual. Participants choose three workshops during three sessions to attend during the day. Those sessions will be facilitated by faculty/staff members and outside professionals.

Description:

Agenda for Day:

7:30 Mass Offered (Boian Chapel) (Sidney, S.J.)

8:00 Breakfast (Café)

8:45 Prayer & Introduction (Theatre) (Giacabazi, S.J./Luecke)

9:00 Session One (Various)

10:30Session Two (Various)

12:00Lunch (Café)

1:00Session Three (Various)

2:30Prayer Service (Boian Chapel) (Olmsted)

3:00Social (Densberger)

Session Details:

Healthy Eating and Food Preparation by Kevin Fober and Molly Ennis

Good food that is good for you and your body is easy to prepare. The session will cover the simplicity of preparation, as well as the tastiness and healthfulness of the finished product. Each participant will take part in the preparation and samples will be available.

Our discussion will be off the cuff, but we do plan to touch on a few basic ideas...preparation does take time, but anyone can do it; one can include kids and family members to make it fun. The time spent can be relaxing (as it is for us) or a way for the family to encourage positive communication and avoid watching TV or surfing the net, etc. The recipes for such food preparation are versatile, tasty, and extremely healthful. (Café)

Yoga and Flexibility by Chris Place

When some people think of yoga, they imagine having to stretch like a gymnast. That makes them worry that they're too old, unfit, or "tight" to do yoga. The truth is you're never too old to improve flexibility.

The series of yoga poses called asanas work by safely [stretching](#) your muscles. This releases the lactic acid that builds up with muscle use and causes stiffness, tension, pain, and [fatigue](#). In addition, yoga increases the range of motion in joints. It may also increase lubrication in the joints. The outcome is a sense of ease and fluidity throughout your body.

The session will include a basic introduction to flexibility, general instruction on some basic positions, and the opportunity to practice. You will walk away with a concrete set of flexibility positions you can practice and use in your everyday busy life (www.webmd.com). Dress to participate in exercises (Wrestling Room).

Prayer & Meditation by Contemplative Outreach of St. Louis

Contemplative Outreach of St. Louis has been serving the contemplative community in Eastern Missouri and Southern Illinois since 1989. We are a chapter of Contemplative Outreach, Ltd., an international spiritual network with offices in Butler, N.J. Our mission is to teach the method of Centering Prayer and to support those whose Spiritual Journey includes a practice of this prayer. The volunteers in our chapter are grounded in Contemplative Service - "God in us serving God in others."

In the early 1970s, Trappist monk and priest Thomas Keating and two other Trappists, Fr. William Meninger and the late Fr. Basil Pennington, worked to bring people living outside monasteries a form of silent prayer now known as Centering Prayer. With roots in the fourteenth century book, *The Cloud of Unknowing*, this kind of prayer allows people to sit silently and become receptive to God's gift of contemplation.

In 1984, interested in making Centering Prayer available to more people, Fr. Thomas founded Contemplative Outreach. Today, the Contemplative Outreach network has hundreds of chapters and reaches people worldwide through numerous books and videos of Fr. Thomas' teaching on Centering Prayer and its conceptual background. (Library)

Creativity & Stress by Laurie Kohler and Ray Sherrock

And yet, O Lord, you are our Father.

We are the clay, and you are the potter.

We all are formed by your hand. (**Isaiah 64:8**)

Creativity is the sum of a process, from seeing/hearing to imagining to making. The artist must always be open to new ways of seeing or experiencing the world around. Creativity begins with putting yourself in the place of most potential and being in the right frame of mind. This session will explore the importance of creativity in our everyday life and quickly move into making. You will be able to choose between the fine art of music or sculpting.

In sculpting you will work the clay into a small 3- Dimensional abstract figure from a collection of example photographs that I will provide. The clay sculptures will be fired and returned to you at a later date. All people are creative. Creative thinkers have a passion and optimistic view of life. but not all people possess the energy, ingenuity, and courage of conviction that are required to make art and yet creativity. We will provide helpful ways to develop your creative side and a list of opportunities available to continue practicing creativity. *Casual dress is recommended. In sculpting be prepared to get your hands dirty! (Art Rooms)

Survivors of Suicide by Contemplative Outreach of St. Louis' Jackie Kaiser

Jackie Kaiser and her husband Ed were raising their three teen aged daughters when her brother Chris, aged 32, committed suicide. Jackie saw how this tragedy affected her large family. When she was asked to facilitate a support group for Survivors of Suicide, she agreed. St. Louis' Life Crisis provided the support and facility for this group. During the twenty years that Jackie facilitated SOS, she saw the grief, anger, guilt and disbelief of the people left behind. She saw the people's need to tell their story and try to make some sense of it. (Counseling Conference Center)

Fitness/ Weight/Strength Training by Denny Cerneka and Greg Vitello

This session will introduce to newcomers the idea and purpose of warming-up before exercise, why as you get older is it more important to get regular exercise, how metabolism affects weight gain and exercise patterns and considerations for routine or workout construction.

Following all this talk we will actually do a few exercises in the weight room, and you'll be introduced to a few medicine balls drills. Please come

dressed to work out and be prepared to actually sit on the floor in the weight room and wrestling room as disgusting as that might sound. (Weight Room)

Psychological Well-Being by Fr. Bob Costello, S.J., and Dave Boland

The session will introduce participants to some tools they can use to diffuse stress and anxiety that happens in their lives every day, as well as change the way we think about the uncontrollable events that happen outside ourselves. We will examine a case study, take a look at personnel stressors or anxiety in our lives, learn about a tool to use, and practice the tool during the session. Participants will walk away having coping mechanisms to begin to think differently about events and stress. (Publications Lab)

Diggin' in the Dirt – Gardening by Chris Williams and Mike Dressler

It doesn't take a country estate or a greenhouse to grow your own food. Whether it is herbs in a container on the patio, spinach in a raised square foot bed, or zucchini in a double dug yard garden everyone can enjoy gardening at their own scale. Mike and Chris will share with you various gardening methods they have used and which crops have worked best for them around here. You get to work outside and enjoy fresh food that is more nutritious than what you can buy in the stores, and is better for the planet because it has never been shipped. If the weather stays as pleasant as forecast, bring

clothes so you can come outside and play in the dirt to help prepare De Smet's community garden for the 2012 season. (Room 201)

Rationale:

The in-service was developed in the faculty and staff spirituality committee, as a result of brainstorming on how to best meet the needs of our faculty during a very difficult time. We had just experienced a student suicide, a significant decline in enrollment, as well as the possibility of major reduction in force of teaching faculty.

Leadership:

The program was developed by the faculty and staff spirituality committee.

Implementation:

The program was implemented by the committee, along with presenters from inside and outside the building.

Processes and Resources:

Faculty and Staff Spirituality committee

Finances:

Gifts for presenters, an honorarium for outside presenter organizations.

Rewards:

Renewed sense of health, well-being and balance; tools to add to the toolbox when dealing with high stress and depression.

Time (When/Length):

January 2012, one day of recollection.

Location (Space):

NA

Accountability/Assessment:

Overwhelmingly positive comments and full participation by all.

St. Ignatius College Preparatory - Molinelli

Thread: Religious

Subgroup: All

Foci: Local

Program Title: Ignatian Evening

Contact Person/Office: Rita O'Malley/Director of Adult Spirituality

School: St. Ignatius, San Francisco

Program Description: Ignatian evenings offer an opportunity to gather and share with colleagues, and to experience different aspects of our Ignatian heritage. This is a mandatory program for all faculty and staff. The evenings have incorporated the Ignatian Educational Foundations program produced by Paul Hanley and our Adult Spirituality Team. The series highlights three foundational Ignatian topics, and each year participants will choose one of these topics. The Three topics: *Deeds Not Words–Ignatian Identity*, *Setting the World on Fire: foundations of Jesuit Education*, and *For the Others: The Jesuits & Catholic Social Teaching*.

The Evenings begin with the DVD Presentation followed by time for silent reflection. Groups gather after silent time for a ½ hour. The group has a shared liturgy with the Jesuit Community (including Jesuits who either currently work or do not currently work in the school community). The Faculty and Staff are invited to a social in the Jesuit community and then to a shared meal in the Faculty Dining Room.

Rationale: Ignatian Evenings provide a way to insure that all faculty and staff become familiar with core Ignatian principles, traditions, and spiritual practices. The program seeks to address the ever looming question of how we inculcate a “curriculum” that provides a foundation in important Ignatian themes, significant Ignatian leaders, and our rich historical background.

Leadership: Rita O'Malley, Director of Adult Spirituality

Implementation: Ignatian Evenings were implemented by collaboration of the Administrative Staff and Adult Spirituality. The Planning and execution of the evenings is the responsibility of the Adult Spirituality office. The Principal assures that all members of the community attend one of the evenings.

Processes and Resources: Faculty/staff are required to sign-up for an Ignatian Evening at the beginning of the school year. The Evenings are facilitated by Rita O'Malley and other members of the Adult Spirituality team.

Finances: Funded by the Office of Adult Spirituality; expenses include the time required by Adult Spirituality staff to prepare and facilitate these Evenings, as well as the cost of dinner for all participants.

Rewards: A deeper understanding of our Ignatian heritage, shared Liturgy with the Jesuit Community, a good meal, and camaraderie!

Time (When/Length): Ignatian Evenings are hosted eight times per year, from 4:00 p.m. to 7:00 p.m.

Location (Space): The Opening session and dinner are held in the Faculty Dining Room. Liturgy and sharing take place in the Adult Spirituality Center, and a social is hosted in the Jesuit Community.

Accountability/Assessment: The Adult Spirituality team reviews the program annually, and this new "three-year" curriculum format will be assessed and appropriately modified each year. Program attendance is maintained through the Principal's Office.

St. Paul's - Lewin

Thread: Religious

Subgroup: Individual/Group/Community

Foci: Department/Local

Program Title: Promoting Reflection Using First Principle and Foundation of the Spiritual Exercises of St Ignatius

Contact Person: Bob Lewin

Office: Assistant Principal of Academics, blewin@stpauls.mb.ca

School: St Paul's High School

Program Description: Not so much a program as a continuous effort to integrate the First Principle and Foundation as a reflective tool for staff to develop in their spirituality and religiosity. The ultimate goal is to expose staff to elements of the Spiritual Exercises and be encouraged to make the Annotation 19 Retreat.

Rationale: The Spiritual Exercises are the foundation on which Jesuit Education is built. As Jesuit educators, we are all called to seek that which brings us closer to God, and to seek continuously what God want for us. In doing so, we are best able to serve our students and fulfill our mission as Jesuit educators.

Leadership: The Administrative Team along with members of the school's Ignatian Identity Team, take opportunities during school inservices, professional development days, and staff retreats, to educate staff about the First Principle and Foundation and its use as a reflective tool.

Implementation: The First P & F is presented to staff every few years in the context of a staff retreat or "newer teacher" formation day, and staff members are encouraged to use the daily Examen to reflect on God's presence in their lives, and to become in tune with movements of consolation and desolation in their lives.

Processes and Resources: Foundational documents including the Spiritual Exercises and the First Principle and Foundation. Time allocated to staff for preparation of inservices and retreats. Meeting times for the Ignatian Identity Team or planning committee. Preparation of the weekly Examen delivered over the school PA system once per week throughout the school year.

Finances: Lunches provided during inservice planning committee meetings.

Rewards: The school has seen an increase in the number of staff members making the Annotation 19 Retreat over the past few years. It is difficult to establish a causal relationship between this program and participation of staff in the Spiritual Exercises, however implementation of the Examen as a school-wide practice, coupled with ongoing formation of staff members in elements of the Spiritual Exercises continues to be an important priority for the school.

Time (When/Length): Ongoing. Always trying to identify suitable and meaningful times for integrating elements of the Spiritual Exercises into the lives of members of the school community. Staff retreats,

weekly Examen, promoting the Spiritual Exercises at staff meetings, and offering the Annotation 19 Retreat to staff and grade 12 students.

Location (Space): Space for staff retreat/inservice days.

Accountability/Assessment: The Profile of an Ignatian Educator, based on the JSEA Grad at Grad, is the primary assessment tool for professional development of staff members at St Paul's High School. As such, a core element of professional development is spiritual and religious development.

BC High - Drane

Thread: Religious

Subgroup: Community

Foci:

Program Title: Staff Spirituality Opportunities

Contact Person/Office: Charlie Drane

School : BC High

Program Description: Each year, our Rector presents to the faculty a menu of spirituality opportunities – some individual, some group. They include programs such as 30-week Spiritual Exercises, Ignatian Evenings, 19th Annotation, and reading groups.

Rationale: While we attend to the religious growth of our students, we also need to have programs for the faculty. This menu of items does that.

Leadership: The Rector initiates the program and uses Jesuits, spiritual advisors, and volunteers to run the programs.

Implementation: The Rector coordinates the schedule of events.

Processes and Resources: Once people sign up, schedules are compared and the programs begin.

Finances: The costs for most are nothing. The Ignatian Evenings program has a small budget.

Rewards: This program has allowed faculty members to grow spiritually.

Time (When/Length): The time varies from 30 weeks to semesters to a few meetings – depending upon the program.

Location (Space): Various school meeting spaces are used. Ignatian Evenings take place at faculty members' homes.

Accountability/Assessment: None really.

Marquette University High School - Carr

Thread: Religious

Subgroup: Community

Foci: All Employees

Program Title: Ignatian Spiritual Enrichment

Contact Person/Office & School: Jeff Monday/Principal, Marquette University High School

Program Description: Ignatian spiritual development is directed toward tenured and pre-tenured employees. Prayer breakfasts, the St. Ignatius Employee retreat, and pre-tenured teacher formation are mandatory while other activities, such as the mass and hike and the prayer groups, are optional. Family members are invited to some events.

Rationale: Ignatian spiritual development activities enable MUHS employees to energize, and promote the mission of the school and embody the traits described in *“What Makes a Jesuit School Jesuit?”* Many new hires lack a strong background in the Catholic faith and Jesuit/Ignatian tradition therefore new faculty members are schooled in the spirituality of St. Ignatius, the mission of MUHS, the IPP, and the relationship between MUHS and the Catholic Church. A recently adopted "Criteria for Tenure" from the Board specifies "taking part in a 5-year Ignatian faith formation program."

Leadership: Jeff Monday/principal delegates portions of the program to Mark Carr, S.J. (Superior of the Jesuit community) Frank Majka, S.J. (Mission Associate) and Janice Kofler (Employee Chaplain)

Implementation: MUHS has a strong tradition of spiritual formation activities for faculty and staff. Significant facets include (i) providing in-school time for the employee retreat (2 days) and quarterly prayer breakfasts (ii) providing in-school time for pre-tenured faculty formation (iii) allocation of resources for retreats, speakers and activities

Processes and Resources: Jeff Monday/Principal, Mark Carr, S.J., and the Jesuit community, Frank Majka, S.J./Mission Associate, Janice Kofler/Employee Chaplain

Finances: Money appropriated for Mission and Identity is used for spiritual enrichment activities. The Mission Associate (part-time) and the Employee Chaplain (part-time) are salaried positions.

Rewards: Employees share a common Ignatian “lens” which illuminates their work in light of the mission statement. Employees take responsibility for promoting and maintaining the mission of MUHS and the Jesuit tradition through their daily activities. Teachers lead student retreats, service trips and extracurricular activities. All of these activities foster fellowship and supportive work environment.

Time (When/Length): Activities take place throughout the school year and are varied in scope and purpose. Employees are involved in planning and implementing events.

Location (Space): Varies according to the needs of the activity

Accountability/Assessment: Occasionally program participants are asked to assess the program or particular parts of it. Mark Carr and Janice Kofler meet quarterly with the school Principal.

Creighton Prep - Simon

Thread: Religious

Subgroup: Individual/Group

Foci: 1-5, 5-10, 10>

Program Title: Ignatian Breakfasts and Lunches

Contact Person/Office:

School : Fr. Kevin Schneider, S.J.

Program Description: Ignatian Breakfasts and Lunches occur approximately four times each year and provide a forum for spiritual direction for faculty and staff in the style of St. Ignatius of Loyola.

Rationale: To provide a forum for spiritual direction for faculty and staff in the style of St. Ignatius of Loyola. It brings the faculty and staff together as a community four times each year and allows them to connect the theme and the Ignatian aspect of that theme to the daily life of the Prep community.

Leadership: Fr. Kevin Schneider organizes this and implements it. He often calls upon other faculty members to speak to the theme or assist in the presentation in some form.

Implementation: This really started to take place during the 2008-2009 school year. It was much less structured the first year and Fr. Jim Ryan S.J. assisted Kevin with implementation. During the 2009-2010 school year, the breakfasts centered around the reading of a book titled What is Ignatian Spirituality? by David Fleming S.J. 2010-2011 focused on the life of Pedro Arrupe, S.J. and the 2011-2012 school year focused on the Eucharist.

Processes and Resources: Each breakfast happens once during the quarter. It is a late start for the entire school. After each breakfast an invitation to have lunch in the Jesuit residence is extended and if an individual would like to attend, they can.

Finances: \$ for breakfast; \$ for lunch; \$ for books (if needed). Last year the amount of money that was spent total on this program was \$1000

Rewards: Greater sense of our Ignatian Identity, greater sense of community, getting to know our fellow faculty on a deeper level

Time (When/Length): Ignatian breakfasts are offered once a quarter. The school has a late start that morning and the presentation lasts for about 35-45 minutes.

Location (Space): In our auditorium (convenient space for entire faculty) and breakfast is served in the lobby outside the auditorium.

Accountability/Assessment: All faculty are required to attend. Surveys are sent out following the Ignatian breakfasts and lunches to get faculty feedback. Generally the feedback has been good.